Name of LEQ or Charter School: Albert Gallatin Area SD

AUN Number: 101260303

Address of LEA or Charter School: 2625 Morgantown Rd Uniontown, PA 15401

Name Superintendent or Chief School Administrator: Mr. Carl Bezjak

For Information Contact: Dr. Beth Hutson

Email: beth.hutson@agasd.org

Phone: 724-564-7190 - 8134

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TEACHER INFORMATION

If the LEA does not use their teacher evaluation system as a basis for the following, their decision criteria is provided:

a. Professional Development?

   The LEA does utilize performance evaluations to inform professional development decisions. Areas of deficiency are addressed through personalized professional development and in-service training sessions.

b. Teacher Compensation?

   The LEA does not use performance evaluations to inform compensation decisions. Teacher salary rates and increases are governed by the collective bargaining agreement. Teachers who demonstrate satisfactory performance progress through the salary scale as scheduled. No financial bonuses or incentives are tied to performance evaluations.
c. Teacher Advancement/Promotions?

The LEA does not use performance evaluations as a criteria for advancement or promotion. There is no variation in the rank of permanent professional employees. The LEA does give consideration to performance evaluation ratings when hiring new classroom teachers who have served as long-term substitute teachers. Likewise, the LEA requires 6 satisfactory formal evaluations for tenure.

d. Teacher Retention and Removal?

Teachers with unsatisfactory ratings who show no response to intervention and fail to heed improvement plan recommendations are subject to disciplinary action.

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**Does the LEA use weighting formula(e) and/or rubric(s) to guide teacher evaluators? (Charter Schools Only)**

a. Yes or No? If Yes, describe background and process.

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**Does the LEA teacher evaluation system described above include the following as evaluation criterion? (Charter Schools Only)**

a. Student Achievement Outcomes?

b. Student Growth Data?

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**How often does the LEA formally evaluate:**

a. Temporary Professionals (Less than 3 Years)? 
   Twice a year

b. Professionals (More than 3 Years)? 
   Annually

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**LEA Teacher Evaluations Summary:**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Rated</td>
<td>234</td>
</tr>
<tr>
<td>Number Not Rated</td>
<td>0</td>
</tr>
<tr>
<td>Total Number Employed</td>
<td>234</td>
</tr>
</tbody>
</table>

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**LEA Teacher Evaluations Detail:**
<table>
<thead>
<tr>
<th>School Name</th>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Unsatisfactory</th>
<th>Satisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>A L Wilson El Sch</td>
<td>19</td>
<td>0 0%</td>
<td>0 0%</td>
<td>17 89.5%</td>
<td>2 10.5%</td>
<td>0 0%</td>
<td>19 100%</td>
<td></td>
</tr>
<tr>
<td>Albert Gallatin Area SHS</td>
<td>63</td>
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<td>0 0%</td>
<td>62 98.4%</td>
<td>1 1.6%</td>
<td>0 0%</td>
<td>63 100%</td>
<td></td>
</tr>
<tr>
<td>Albert Gallatin North MS</td>
<td>29</td>
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<td>0 0%</td>
<td>29 100%</td>
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<td></td>
</tr>
<tr>
<td>Albert Gallatin South MS</td>
<td>31</td>
<td>0 0%</td>
<td>0 0%</td>
<td>31 100%</td>
<td>0 0%</td>
<td>0 0%</td>
<td>31 100%</td>
<td></td>
</tr>
<tr>
<td>D Ferd Swaney El Sch</td>
<td>17</td>
<td>0 0%</td>
<td>0 0%</td>
<td>16 94.1%</td>
<td>1 5.9%</td>
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<td>17 100%</td>
<td></td>
</tr>
<tr>
<td>Friendship Hill El Sch</td>
<td>17</td>
<td>0 0%</td>
<td>0 0%</td>
<td>17 100%</td>
<td>0 0%</td>
<td>0 0%</td>
<td>17 100%</td>
<td></td>
</tr>
<tr>
<td>George J Plava El Sch</td>
<td>19</td>
<td>0 0%</td>
<td>0 0%</td>
<td>19 100%</td>
<td>0 0%</td>
<td>0 0%</td>
<td>19 100%</td>
<td></td>
</tr>
<tr>
<td>Masontown El Sch</td>
<td>19</td>
<td>0 0%</td>
<td>0 0%</td>
<td>16 84.2%</td>
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<td>0 0%</td>
<td>19 100%</td>
<td></td>
</tr>
<tr>
<td>Smithfield El Sch</td>
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<td>18 90%</td>
<td>2 10%</td>
<td>0 0%</td>
<td>20 100%</td>
<td></td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>234</strong></td>
<td><strong>0 0%</strong></td>
<td><strong>0 0%</strong></td>
<td><strong>225 96.2%</strong></td>
<td><strong>6 2.6%</strong></td>
<td><strong>0 0%</strong></td>
<td><strong>234 100%</strong></td>
<td></td>
</tr>
</tbody>
</table>

Note: - All Building percentages are the result of dividing the number of ratings at each level (Numerator) by the building total (Denominator)
- All Total percentages are the result of dividing the total number of ratings at each level (Numerator) by the overall total (Denominator)

*In order to ensure that individual ratings can not be deduced, we have not reported any Teacher or Principal information if building level or LEA level data is less than or equal to 5

**PRINCIPAL INFORMATION**

Describe the LEA's system used to evaluate the performance of your Principals:

The Albert Gallatin Area School District evaluates principals on an annual basis using a locally developed instrument. The administrative evaluation form assesses principal competencies in the areas of: 1) management and organization skills, 2) professional and personal attributes, and 3) progress toward the attainment of annual professional goals. The performance levels used to rate competency in these areas include: outstanding, satisfactory, needs improvement, and unsatisfactory. Elementary principals are evaluated by the superintendent and supervisor of elementary education. Likewise, secondary principals are evaluated by the superintendent and the supervisor of secondary education. Principals receive feedback via a post-observation conference. During the 2013-14 school year, three principals were evaluated by central office administration using the principal effectiveness rubric. Five assistant principals were evaluated by head principals using the principal effectiveness rubric.

If the LEA does not use their principal evaluation system as a basis for the following, their decision criteria is provided:

a. Principal Development?

The LEA does utilize performance evaluations to inform professional development decisions. Areas of deficiency are addressed through personalized professional development.
b. Principal Compensation?

The LEA does not use performance evaluations to inform compensation decisions. Principal salary rates and increases are governed by the Act 93 Compensation Plan. Principals who demonstrate satisfactory performance progress through the salary scale as scheduled. No financial bonuses or incentives are tied to performance evaluations.

c. Principal Promotions?

When a vacancy exists and a currently employed administrator expresses an interest in being considered for a position that is of a different rank and salary, the LEA uses performance evaluation data to inform hiring decisions. The LEA also considers performance evaluation data when determining administrative transfers for the betterment of the district.

d. Principal Retention and Removal?

Principals with unsatisfactory ratings who are unresponsive to intervention and fail to heed improvement plan recommendations are subject to disciplinary actions.

Does the LEA principal evaluation system described above include the following as evaluation criterion:

- a. Student Achievement Outcomes? No
- b. Student Growth Data? No

Not applicable.

How often does the LEA formally evaluate:

- a. New Principals (Less than 3 Years)? Annually
- b. Experienced Principals (More than 3 Years)? Annually

Does the LEA use weighting formula(e) and/or rubric(s) to guide principal evaluators?

- a. Yes or No? If Yes, describe background and process. No

Not applicable.

Does your LEA have at least one Principal position? Yes

Does your LEA have at Standardized Principal Evaluation System? Yes

LEA Principal Evaluations Summary:

- Number Rated: 7
- Number Not Rated: 0
- Total Number Employed: 7

LEA Principal Evaluation Detail:
<table>
<thead>
<tr>
<th>Total Employed</th>
<th>Not Rated</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tbody>
<tr>
<td>(Denominator)</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
<td>%</td>
<td>(Numerator)</td>
</tr>
<tr>
<td>Unsatisfactory/Satisfactory</td>
<td>Unsatisfactory</td>
<td>Satisfactory</td>
<td>NA</td>
<td>NA</td>
<td>Satisfactory</td>
<td>Satisfactory</td>
<td></td>
</tr>
<tr>
<td>Totals</td>
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<td>0%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>

Note: - All Total percentages are the result of dividing the total number of ratings at each level (Numerator) by the overall total (Denominator)

*In order to ensure that individual ratings cannot be deduced, we have not reported any Teacher or Principal information if building level or LEA level data is less than or equal to 5.